



DEPARTMENT OF THE ARMY
HEADQUARTERS
25TH COMBAT AVIATION BRIGADE
25TH INFANTRY DIVISION
WHEELER ARMY AIRFIELD, HAWAII 96854

REPLY TO
ATTENTION OF:

APVG-YZB-CO

25 November 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter # 4, Sexual Harassment and Assault Response Program (SHARP) Training

1. References:

- a. Army Regulation 600-20, Army Command Policy, Chapter 7, 8, and Appendix G
- b. ALARACT 173/2010 Prevention of Sexual Harassment Training
- c. Army Regulation 350-1 Army Training and Leader Development (18 December 2010)
- d. ALARACT 123/20 Mandatory Unit Sexual Harassment/Assault Response and Prevention (SHARP) Training
- e. ALARACT 182/2010 Sexual Harassment/Assault Response and Prevention (SHARP) Program Implementation and Training

2. Applicability: This policy applies to all 25th Combat Aviation Brigade personnel, Soldiers, family members, Army civilian and contractors.

3. Sexual Harassment / Assault Response and Prevention (SHARP) are the Commander's program. The SHARP / Victim Advocate (VA) plays a pivotal role by assisting the Commander with the policy awareness, training, complaints processing, reporting process and overall advisory assistance concerning prevention of sexual harassment and sexual assault.

4. Effective immediately, SHARP replaces Sexual Assault Prevention and Response (SAPR) and Prevention of Sexual Harassment (POSH). SHARP Training Support Packages (TSP) are posted on the SAPRO website with limited access; division level SARC/SHARP will distribute TSPs down to the lowest level for training. SHARP training is not limited to the TSPs and videos. It is the SHARP representative's duty to ensure that units are trained on reporting procedures, victimology, and forensic exam and investigation procedures.

5. The Army continues to implement a comprehensive and integrated SHARP program. Four training videos were developed to become integral components of SHARP training to help implement the SHARP program. The first video, entitled "Soldier Training Video" depicts real-


life situations that Soldiers may face in garrison and while deployed. This training helps to educate our Soldiers and civilians about warning signs associated with sexual harassment and sexual assault and model the desired actions for Soldiers and civilians to prevent sexual violence. The second video, entitled "Leader Training Video" will help leaders properly train their personnel on the subject of sexual harassment and sexual assault prevention. All leaders within the 25th Combat Aviation Brigade will view this video. The third video highlights sexual harassment situations, demonstrates how they can escalate to a sexual assault and provides examples of how to intervene to stop sexual harassment. The fourth video is, entitled "Team Bound" and is an interactive, multiple scenario video in which individual Soldiers and civilians in a self-study mode, become the lead characters and must make choices in realistic situations dealing with sexual harassment and sexual assault. "Team Bound" is available on the Army Learning Management System (ALMS). Pre-deployment and post-deployment training will include sexual harassment / assault response and prevention.

6. Pre-deployment training will incorporate information on sexual assault response and prevention. Soldiers will be presented with information to increase awareness of the customs of the host country and any coalition partners, in an effort to help prevent further sexual assaults outside CONUS. This training will include risk reduction factors that are tailored to the specific deployment locations. It will include customs, mores and religious practices, and a brief history of the foreign countries or areas. The cultural customs and mores of coalition partners will also be addressed. Training will address procedures for reporting a sexual assault to ensure that service members are aware of the full range of options and support systems available and have knowledge of locations and contact information for response agencies in the deployed theater.
7. Commanders will ensure service members receive sexual assault response and prevention unit refresher training during reintegration activities as part of the unit's post-deployment training.
8. The Battalion SHARP/VA will maintain all training sign in rosters and certificates of completion for the "Team Bound" online training. All mandatory training mandated in the Army Regulation 600-20; ALARACT 123/20 and ALARACT 182/2010 will be tracked by the DTMS System. Any additional training mandated by the Department of Defense, Department of the Army, USARPAC, 25th Infantry Division and 25th Combat Aviation Brigade will be tracked by the DTMS System. This will help the brigade track all mandatory SHARP Training and any additional training that has been conducted annually.
9. All members of this command will commit to making this program work. All Leaders will remain vigilant for occurrences of sexual harassment / assault and deal with such matters without delay, as per Army Regulation 600-20, Chapters 7, 8, and appendices.

APVG-YZB-CO

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10. The point of contact for this policy is the Sexual Assault Response Coordinator (SARC)
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